

# *2022 Proposed Budget & Apportionment*

*(09/21/21)*



**MISSION STATEMENT:** *Grow and develop congregations spiritually, numerically and in missional leadership.*

**FOCUS:** *Relationship, Leadership & Stewardship*

# Budgetary Role of Diocesan Council

## **Delegates to Diocesan Convention elect Council members to:**

- Establish Apportionment
- Develop the annual Operating Budget
- Oversee expenditures and receipts

*Council is chaired by the Bishop, and an elected Vice-Chair, and supported by Diocesan Staff, Treasurers & Chancellors*

## **Committees of Council:**

- Congregational Development Partnership (CDP)
- Mission Partnership Committee (MPC)
- *Budget Committee*

# Budget Committee of Diocesan Council

## Members:

- Adwoa Boateng, *Chair*, Christ Church, Rochester
- Joshua Barrett, Church of the Redeemer, Addison
- Elizabeth Harden, St. Luke's, Brockport
- Keith Patterson, St. Luke & St. Simon Cyrene, Rochester
- Eric Thompson, St. Peter's, Dansville
- Bob Wilcox, St. Michael's, Geneseo
- *Lyn Omphroy, Treasurer of the Diocese*
- *Donna Rea, Diocesan Accountant*
- *Todd Rubiano, CFO*

## Role:

- Monitor, analyze and recommend apportionment and budget plans to Council that are aligned with our Diocesan Mission and areas of focus.

# Diocesan Council Budget: **Process**

**JAN** - Review preliminary 2020 results. Begin to consider budget topics/issues for 2022 and review process.

**FEB** - Review 2020 results, any changes for 2021 & 3-YR baseline budget projections (2022 – 2024). Committees & staff begin developing 2022 budgets (CDPC, MPC, Budget & Others).

**MAR** – Trustees preliminary approval of 2022 draw *(3/6/21)* .  
Begin review of Apportionment and discuss spending priorities.

**APR** - Review Q1 2021 performance. Finalize 2022 apportionment vs. spending priorities.

**MAY** – Joint Steering meeting with Trustees *(05/6/21)*. Approve and distribute 1st DRAFT 2022 Budget, apportionment and communications plan *(5/28/20)*.

# Diocesan Council Budget: **Process**

**JUN** - Gather feedback via online forum *(06/10/21)*.

**JUL** – Develop 2<sup>nd</sup> DRAFT Budget, if needed.

**AUG** - Review feedback and integrate changes.

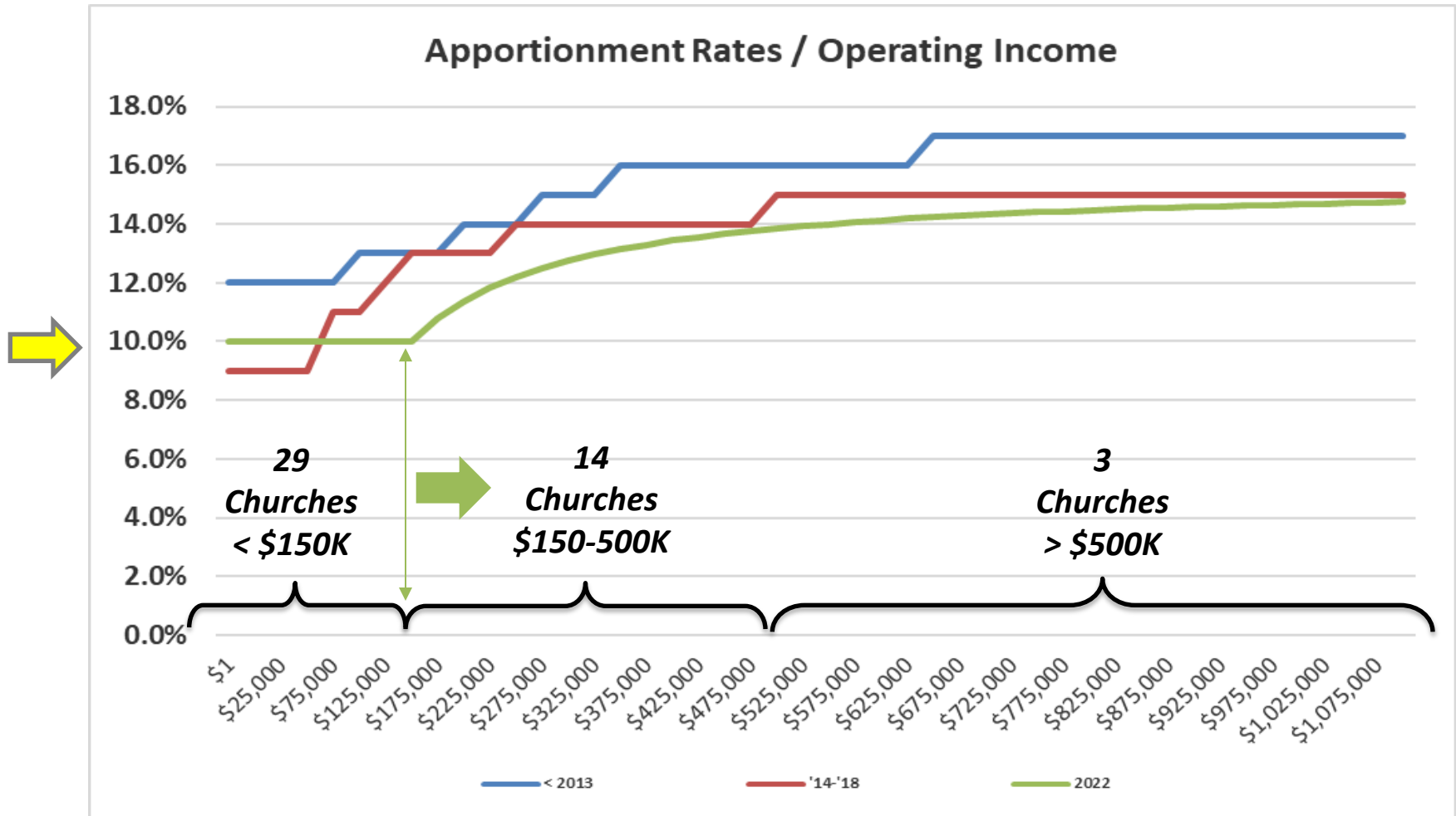
**SEP** – Review & approve PROPOSED 2022 Budget *(9/21/21)*.

*Pre-Convention Meeting: Online gathering (10/5/21).*

**OCT** – Review current budget performance. Present 2022 budget at Convention *(10/30/21)*.

# 2022 Apportionment (Exhibit #1)

## Move 10% Rate to \$150K Operating Income



(29) churches (63%) have OI < \$150K: Average apportionment = 9.94%

# 2022 Apportionment Formula

## (Exhibit #2)

*Based on Parish Normal Operating Income (NOI):*

- **10%** of the first **\$150,000** of operating income
- Plus 15.5% of income > **\$150,000**
- Apply a 3% “cap & floor”, to limit annual increases/decreases
- Apply a “cap on Effective Rate” (= Formula Rate + 3% pts.)

*Expanding the 10% rate range to \$150,000 and maintaining both sets of “caps”, results in 2022 Apportionment of **\$990,112** (down **2.1% from 2021**).*

# 2022 Draw from Investments (Exhibit #3)

Year End Audit Data thru 2020 (\$ M.'s)  
Adjusted for FHFO & Capital

	2017	2018	2019	2020	Budget 2021	Proposed 2022	Projected			
							2023	2024	2025	
Apportionment	\$0.972	\$0.998	\$1.015	\$0.968	\$1.011	\$0.990	\$1.005	\$1.020	\$1.035	0.5%
Draw from Investments	\$0.905	\$0.971	\$0.943	\$0.863	\$0.954	\$1.021	\$0.986	\$0.987	\$0.985	
Loan Interest	\$0.058	\$0.045	\$0.025	\$0.023	\$0.024	\$0.022	\$0.022	\$0.022	\$0.022	2.9%
Other Income	\$0.000	\$0.047	\$0.072	\$0.063	\$0.070	\$0.065	\$0.090	\$0.100	\$0.110	
<b>TOTAL INCOME</b>	<b>\$1.935</b>	<b>\$2.060</b>	<b>\$2.054</b>	<b>\$1.916</b>	<b>\$2.059</b>	<b>\$2.098</b>	<b>\$2.103</b>	<b>\$2.129</b>	<b>\$2.152</b>	
<b>TOTAL EXPENSE</b>	<b>\$2.013</b>	<b>\$2.019</b>	<b>\$2.070</b>	<b>\$2.001</b>	<b>\$2.059</b>	<b>\$2.098</b>	<b>\$2.103</b>	<b>\$2.129</b>	<b>\$2.152</b>	0.9%
NET SURPLUS/(DEFICIT)	(0.078)	0.041	(0.015)	(0.084)	0.000	0.000	0.000	0.000	0.000	
<b>Net Draw / Fin. Assets:</b>	<b>\$1.041</b>	<b>\$0.975</b>	<b>\$0.983</b>	<b>\$0.970</b>	<b>\$0.977</b>	<b>\$1.043</b>	<b>\$1.008</b>	<b>\$1.009</b>	<b>\$1.007</b>	
Loans & Mortgages *	\$1.471	\$0.858	\$0.817	\$0.762	\$0.762	\$0.762	\$0.762	\$0.762	\$0.762	0.0%
Cash & Investments	\$20.682	\$19.360	\$21.655	\$22.458	\$22.628	\$22.738	\$22.890	\$23.047	\$23.214	5.0%
<b>Net Financial Assets</b>	<b>\$22.153</b>	<b>\$20.218</b>	<b>\$22.472</b>	<b>\$23.221</b>	<b>\$23.390</b>	<b>\$23.500</b>	<b>\$23.652</b>	<b>\$23.809</b>	<b>\$23.976</b>	
Trailing, Audited 5-YR Avg.	\$19.3	\$19.1	\$19.7	\$20.1	\$20.5	\$21.0	\$21.8	\$22.5	\$22.7	
<b>(% Trailing 5-YR Avg.)</b>	<b>5.39%</b>	<b>5.11%</b>	<b>5.00%</b>	<b>4.83%</b>	<b>4.77%</b>	<b>4.96%</b>	<b>4.6%</b>	<b>4.5%</b>	<b>4.4%</b>	
<b>Current Draw/Cash &amp; Invest.</b>	<b>4.8%</b>	<b>4.8%</b>	<b>4.4%</b>	<b>4.2%</b>	<b>4.2%</b>	<b>4.5%</b>	<b>4.3%</b>	<b>4.3%</b>	<b>4.3%</b>	
					CYE	PYE				

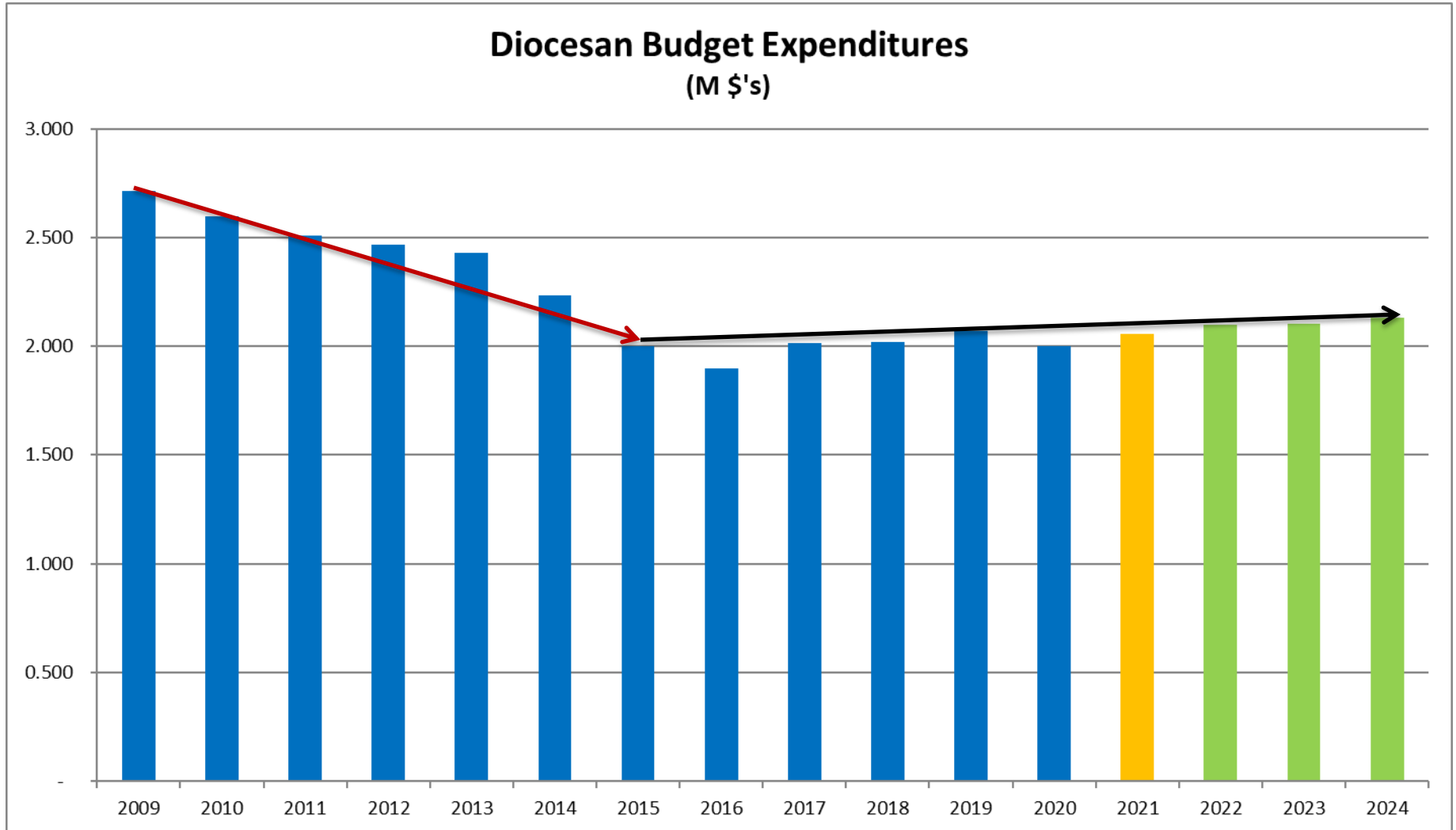
\* excludes restricted loan funds

- Apportionment **\$990K** + Net Draw **\$1.043 M.** + Other Income of **\$65K** provides 2022 Budget funding of **\$2.098 M.**
- Trailing **5-YR Avg. Draw rate = 4.96%**, with **Current Draw ~ 4.5%**

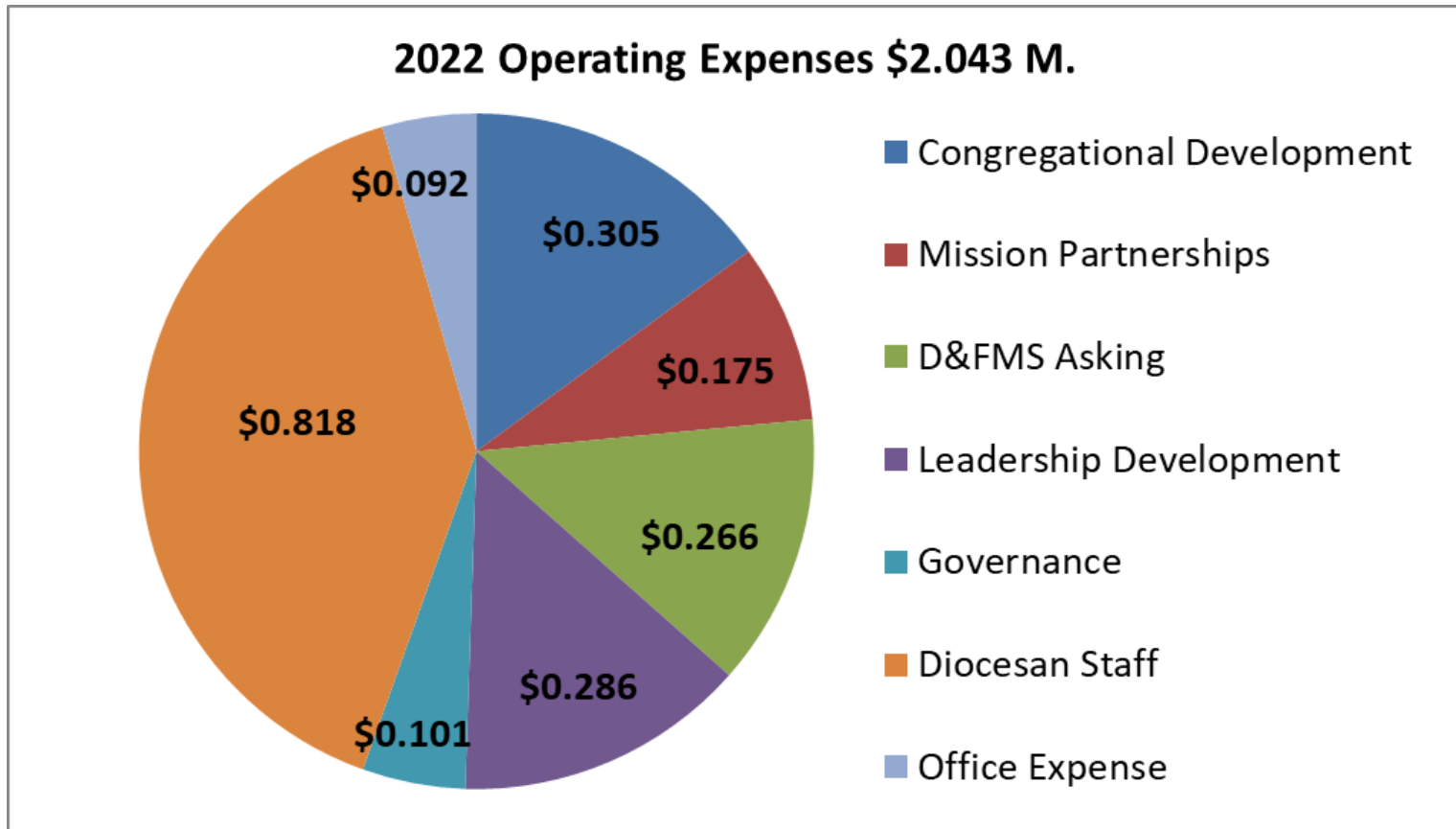


# Diocesan Budget Expenditures

'09-'20 Actual, '21 Budget, '22-'24 Projected (Exhibit #4)



# Proposed 2022 Operating Budget (Exhibit #5)



**PROGRAM:** ~ \$1,032,000 (CDP & Mission Grants, D&FMS, Leadership)

**ADMINISTRATION:** ~ \$1,011,000 (Governance, Staff & Office Expenses)

**EXCLUDES:** \$55,000 Non-Operating draw for Post-retirement Health Benefits

# Proposed 2022 Budget (Exhibit #6)

	2018 Final	2019 Final	2020 Final	2021 Budget	2022 Budget	Change vs. Budget	(%)	Notes
<i>Apportionment</i>	\$997,613	\$1,014,640	\$965,184	\$1,011,475	\$990,112	(\$21,363)	-2.1%	
<i>Investment Draw</i>	\$956,090	\$918,154	\$818,652	\$919,556	\$988,000	\$68,444	7.4%	
<i>Other Income</i>	\$46,895	\$60,711	\$61,531	\$70,000	\$65,000	(\$5,000)	-7.1%	
<b>Total Operating Income</b>	<b>\$2,000,598</b>	<b>\$1,993,505</b>	<b>\$1,845,367</b>	<b>\$2,001,031</b>	<b>\$2,043,112</b>	<b>\$42,081</b>	<b>2.1%</b>	
<b>Congregational Development</b>	<b>\$269,333</b>	<b>\$269,908</b>	<b>\$278,950</b>	<b>\$305,000</b>	<b>\$305,000</b>	<b>\$0</b>	<b>0.0%</b>	
<b>Mission Partnerships</b>	<b>\$178,770</b>	<b>\$163,880</b>	<b>\$176,150</b>	<b>\$168,000</b>	<b>\$175,000</b>	<b>\$7,000</b>	<b>4.2%</b>	<i>Restore previous funding</i>
<b>D&amp;FMS Contribution</b>	<b>\$248,000</b>	<b>\$269,150</b>	<b>\$287,814</b>	<b>\$286,522</b>	<b>\$266,457</b>	<b>(\$20,065)</b>	<b>-7.0%</b>	<i>Lower Income in 2020</i>
<b>Leadership Development</b>	<b>\$142,167</b>	<b>\$186,319</b>	<b>\$238,614</b>	<b>\$288,350</b>	<b>\$285,850</b>	<b>(\$2,500)</b>	<b>-0.9%</b>	
<b>Governance</b>	<b>\$109,743</b>	<b>\$109,945</b>	<b>\$89,653</b>	<b>\$67,000</b>	<b>\$101,000</b>	<b>\$34,000</b>	<b>50.7%</b>	<i>General Convention</i>
<i>Diocesan Staff - Salaries</i>	\$643,310	\$615,408	\$555,188	\$564,159	\$579,105	\$14,946	2.6%	<i>Est. 3% increase</i>
<i>Diocesan Staff - Benefits</i>	\$254,654	\$238,273	\$211,579	\$224,200	\$229,700	\$5,500	2.5%	<i>Est. 3% increase</i>
<i>Diocesan Staff - Expense</i>	\$34,922	\$43,701	\$5,130	\$8,800	\$9,000	\$200	2.3%	
<b>Diocesan Staff</b>	<b>\$932,886</b>	<b>\$897,382</b>	<b>\$771,897</b>	<b>\$797,159</b>	<b>\$817,805</b>	<b>\$20,646</b>	<b>2.6%</b>	<i>Est. increases</i>
<b>Office Expense</b>	<b>\$89,331</b>	<b>\$92,358</b>	<b>\$86,411</b>	<b>\$89,000</b>	<b>\$92,000</b>	<b>\$3,000</b>	<b>3.4%</b>	<i>Est. increases</i>
<b>Total Operating Expense</b>	<b>\$1,970,230</b>	<b>\$1,988,942</b>	<b>\$1,929,489</b>	<b>\$2,001,031</b>	<b>\$2,043,112</b>	<b>\$42,081</b>	<b>2.1%</b>	
<b>Operating Surplus/Deficit</b>	<b>\$30,368</b>	<b>\$4,562</b>	<b>(\$84,122)</b>	<b>\$0</b>	<b>\$0</b>			
<i>Non-operating Draw</i>	\$59,300	\$55,726	\$71,346	\$57,500	\$55,000	(\$2,500)	-4.3%	
<i>Non-operating Expenditures</i>	\$59,300	\$55,726	\$71,346	\$57,500	\$55,000	(\$2,500)	-4.3%	<i>Post-Ret. Health Benefits</i>
<b>TOTAL EXPENDITURES</b>	<b>\$2,029,530</b>	<b>\$2,044,668</b>	<b>\$2,000,835</b>	<b>\$2,058,531</b>	<b>\$2,098,112</b>	<b>\$39,581</b>	<b>1.9%</b>	

Budget Detail: EXHIBITS # 7-11  
&  
Staffing Detail: EXHIBITS S1-S3

# 2022 Proposed Budget (Exhibit # 7)

## Congregational Development & Mission Partnership

	2019 Final	2020 Final	2021 Budget	2022 Budget	Change vs. Budget	(%)	Notes
<i>Unallocated CDP Grants</i>			\$38,600	\$49,304	\$10,704	27.7%	<i>Pending/New Grants</i>
St. George's, Hilton 2012 CDG	\$18,000	\$18,000	\$30,000	\$36,000	\$6,000	20.0%	
Ascension Rochester, CDG	\$15,000	\$7,500		\$27,000	\$27,000		
Corning Christ Church		\$11,200	\$22,400	\$23,696	\$1,296	5.8%	
2 Saints Rochester - CDG	\$21,000	\$15,000	\$30,000	\$22,000	(\$8,000)	-26.7%	
Epiphany, Gates CDP	\$35,000	\$30,000	\$22,000	\$20,000	(\$2,000)	-9.1%	
Addison Church of the Redeemer		\$7,000	\$20,000	\$20,000	\$0	0.0%	
Grace, Scottsville CDP	\$6,250	\$15,000	\$15,000	\$17,000	\$2,000	13.3%	
South Wedge Mission CDP	\$19,000	\$17,000	\$15,000	\$15,000	\$0	0.0%	
St. Luke's, Brockport CDG	\$10,000	\$16,000	\$15,000	\$13,000	(\$2,000)	-13.3%	
St. Andrew's, Caledonia CDP	\$2,500	\$8,000	\$12,000	\$13,000	\$1,000	8.3%	
St. Mark's & St. John's, Rochester CDG	\$10,000	\$15,000		\$13,000	\$13,000		<i>Funded in DEC 2020</i>
St. John's Honeoye Falls - CDG	\$15,000	\$21,000	\$15,000	\$12,000	(\$3,000)	-20.0%	
Geneseo, St. Michael's CDG	\$28,000	\$21,000	\$15,000	\$12,000	(\$3,000)	-20.0%	
Christ Church Rochester CDG	\$17,000	\$15,000		\$12,000	\$12,000		<i>Funded in DEC 2020</i>
St. Peter's, Henrietta - CDP	\$4,000				\$0		<i>TBD</i>
Palmyra CDP					\$0		<i>TBD</i>
St. John's, Catharine CDP	\$10,325	\$16,500	\$25,000		(\$25,000)	-100.0%	<i>Suspended 9/30/21</i>
Watkins Glen St James	\$8,500	\$16,500	\$12,000		(\$12,000)	-100.0%	<i>Suspended 9/30/21</i>
St. John's, Sodus CDG	\$27,000	\$20,250	\$12,000		(\$12,000)	-100.0%	<i>Suspended 9/30/20</i>
Zion, Avon CDP	\$15,000	\$9,000	\$6,000		(\$6,000)	-100.0%	<i>No request for 2022</i>
Clifton Springs, CDG	\$8,333						
<b>Congregational Development</b>	<b>\$269,908</b>	<b>\$278,950</b>	<b>\$305,000</b>	<b>\$305,000</b>	<b>\$0</b>	<b>0.0%</b>	
COVID Mission Grants		\$11,600	\$25,875		(\$25,875)	-100.0%	
Monroe District Grants	\$4,000	\$5,000	\$5,000	\$5,000	\$0	0.0%	
Northeast District Grants	\$4,000	\$5,000	\$5,000	\$5,000	\$0	0.0%	
Rochester District Grants	\$4,000	\$5,000	\$5,000	\$5,000	\$0	0.0%	
Southeast District Grants	\$4,000	\$5,000	\$5,000	\$5,000	\$0	0.0%	
Southwest District Grants	\$4,000	\$5,000	\$5,000	\$5,000	\$0	0.0%	
Global Mission - Sustainable Develop.	\$15,000	\$10,850	\$15,000	\$15,000	\$0	0.0%	<i>TBD</i>

# 2022 Proposed Budget (Exhibit # 8)

## Mission Partnership (Parish Grants)

	2019 Final	2020 Final	2021 Budget	2022 Budget	Change vs. Budget	(%)	Notes
Bath, Center for Youth Services				\$8,000			Parish Grant 2022
Angelica, Growing though Sound				\$7,700			Parish Grant 2022
St. Mark's & St. John's, Food shelf		\$3,000	\$5,000	\$5,000	\$0	0.0%	Parish Grant 2022
Fairport, Blessing Boxes				\$5,000			Parish Grant 2022
Lyons, Grace! Hospitality				\$4,700			Parish Grant 2022
St. Mark's & St. John's, Open House				\$4,500			Parish Grant 2022
Geneseo, Thanksgiving Peace Garden				\$4,300			Parish Grant 2022
St. Peter's-Geneva Neighbor's Night	\$3,750	\$3,750	\$3,400	\$3,400	\$0	0.0%	Parish Grant 2022
Brockport, Harvest Kitchen		\$2,250		\$3,000			Parish Grant 2022
Bath, Community Garden	\$2,500			\$2,500			Parish Grant 2022
Clifton Springs, Agape Dinners				\$1,000			Parish Grant 2022
Clifton Springs - Coat Giveaway	\$800	\$800	\$800	\$500	(\$300)	-37.5%	Parish Grant 2022
Scottsville Grace-Industry Support			\$4,675		(\$4,675)	-100.0%	Parish Grant 2021
Geneseo St Michael-Senior Meals			\$3,600		(\$3,600)	-100.0%	Parish Grant 2021
St. Mark's & St. John's Kids Club	\$3,000		\$2,500		(\$2,500)	-100.0%	Parish Grant 2021
St. Luke & St. Simon - Jazz Vespers	\$3,450	\$1,000	\$2,500		(\$2,500)	-100.0%	Parish Grant 2021
Savona - The Shepherd's Cupboard	\$5,000	\$5,000					Parish Grant 2020
St. Mark's & St. John's - Farm Stand	\$5,000	\$3,200					Parish Grant 2020
St. John's, Sodus - Cooking Class		\$1,500					Parish Grant 2020
Bloomfield - Peter's Place	\$1,900	\$1,500					Parish Grant 2020
Ascension, Rochester Care Closet		\$1,000					Parish Grant 2020
Dansville, HOPE	\$950	\$1,000					Parish Grant 2020
Dansville, Spiritual Dev. Ctr.		\$500					Parish Grant 2020
Clifton Springs - Party in Bag	\$200	\$200					Parish Grant 2020
Palmyra, Grace House	\$7,600						Parish Grant 2019
Webster - Lego Love	\$5,000						Parish Grant 2019
St. Paul's, Roch. - Adopt a Classroom	\$3,750						Parish Grant 2019
Canandaigua, Storybook Prison Ministry	\$3,200						Parish Grant 2019
Sodus, Inclusive Sundays/hearing impair	\$2,850						Parish Grant 2019
Hornell, SaturJam Mass	\$2,125						Parish Grant 2019
Trinity, Geneva - Academic Achievemen	\$2,100						Parish Grant 2019
Avon, Martha's Kitchen	\$1,530						Parish Grant 2019
Henrietta - Storybook Project	\$900						Parish Grant 2019

# 2022 Proposed Budget (Exhibit # 9)

## Mission Partnership (Outside Partners)

	2019 Final	2020 Final	2021 Budget	2022 Budget	Change vs. Budget	(%)	Notes
Episcopal Senior Life - CHAPLAIN	\$8,000	\$8,000	\$8,000	\$8,000	\$0	0.0%	Outside Partner Grant 2022
Sew Green	\$8,000	\$8,000	\$6,800	\$7,600	\$800	11.8%	Outside Partner Grant 2022
REACH Advocacy		\$8,000	\$8,000	\$7,500	(\$500)	-6.3%	Outside Partner Grant 2022
Campaign D Inc			\$7,200	\$7,000	(\$200)	-2.8%	Outside Partner Grant 2022
Summer LEAP (GRSLA)	\$7,200	\$7,200	\$7,200	\$7,000	(\$200)	-2.8%	Outside Partner Grant 2022
Angelica Community Radio				\$6,800	\$6,800		Outside Partner Grant 2022
Family Promise of Ontario Cty		\$7,600	\$8,000	\$6,000	(\$2,000)	-25.0%	Outside Partner Grant 2022
RMM - Justice for Farmworkers	\$5,000	\$5,000	\$5,000	\$5,000	\$0	0.0%	Outside Partner Grant 2022
RESOLVE of Rochester	\$4,750	\$9,250	\$250	\$5,000	\$4,750	1900.0%	Outside Partner Grant 2022
Literacy Volunteers - Yates/Ontario	\$3,750	\$4,750	\$4,500	\$4,500	\$0	0.0%	Outside Partner Grant 2022
Meal and More	\$3,750	\$7,650	\$350	\$4,500	\$4,150	1185.7%	Outside Partner Grant 2022
RAIHN	\$3,750	\$5,000	\$5,000	\$4,000	(\$1,000)	-20.0%	Outside Partner Grant 2022
Genesee Area Campus Ministry - CHAPL	\$3,750	\$3,500	\$3,500	\$3,500	\$0	0.0%	Outside Partner Grant 2022
Cameron Community Ministries -	\$3,750	\$3,500	\$5,000	\$3,000	(\$2,000)	-40.0%	Outside Partner Grant 2022
St. Peter's, Geneva Arts Academy	\$3,750	\$3,000	\$1,500	\$3,000	\$1,500	100.0%	Outside Partner Grant 2022
Catholic Charities of Steuben, Bath	\$3,750	\$6,900	\$100	\$3,000	\$2,900	2900.0%	Outside Partner Grant 2022
Family Promise of Wayne County			\$6,000		(\$6,000)	-100.0%	Outside Partner Grant 2021
Greater Rochester Comm. of Churches	\$1,875	\$2,000	\$2,000		(\$2,000)	-100.0%	Outside Partner Grant 2021
Bishop Sheen Ecumenical Housing	\$3,750	\$2,500	\$1,250		(\$1,250)	-100.0%	Outside Partner Grant 2021
Gleaner's Kitchen, Canandaigua		\$4,750					Outside Partner Grant 2020
Lutheran/Episcopal RIT - CHAPLAINCY	\$2,500	\$2,500					Outside Partner Grant 2020
Hands of Hope	\$3,250	\$3,900					Outside Partner Grant 2020
Destination Hope & Friendship, Bloomfiel	\$950	\$1,000					Outside Partner Grant 2020
SWEM Community Services	\$750						Outside Partner Grant 2019
KidStart Children's Services, Dansville	\$1,000						Outside Partner Grant 2019
<b>Mission Partnerships</b>	<b>\$163,880</b>	<b>\$176,150</b>	<b>\$168,000</b>	<b>\$175,000</b>	<b>\$7,000</b>	<b>4.2%</b>	

# 2022 Proposed Budget (Exhibit # 10)

## D&FMS and Leadership Development

	2019 Final	2020 Final	2021 Budget	2022 Budget	Change vs. Budget	(%)	Notes
<b>D&amp;FMS Contribution</b>	<b>\$269,150</b>	<b>\$287,814</b>	<b>\$286,522</b>	<b>\$266,457</b>	<b>(\$20,065)</b>	<b>-7.0%</b>	<b>Lower Income in 2020</b>
Diocesan Deans/Deacon Coord. - Stipends	\$21,250	\$73,722	\$76,000	\$79,000	\$3,000	3.9%	<i>Dio.Dean adjustments</i>
Diocesan Deans/Deacon Coord. - Benefits	\$3,825	\$26,578	\$27,400	\$28,400	\$1,000	3.6%	<i>Dio.Dean adjustments</i>
Diocesan Deans/Deacon Coord. - Expenses		\$2,923	\$4,000	\$4,000	\$0	0.0%	
Deaf Ministry - Salary	\$52,000	\$53,250	\$54,500	\$56,000	\$1,500	2.8%	<i>Est. 3% increase</i>
Deaf Ministry - Benefits	\$25,330	\$27,005	\$26,500	\$28,000	\$1,500	5.7%	<i>Est. 3% increase</i>
Deaf Ministry - Expense	\$1,752	\$605	\$6,000	\$3,000	(\$3,000)	-50.0%	<i>Adj. for recent spending</i>
Deaf Ministry - Interpreters	\$5,000	(\$2,289)	\$5,000	\$5,000	\$0	0.0%	
CCD - Trainers/Coord.	\$32,662	\$23,743	\$30,000	\$27,500	(\$2,500)	-8.3%	<i>Adj. for recent spending</i>
CCD - Program / Christian Formation	(\$2,601)	(\$4,128)	\$2,500	\$2,500	\$0	0.0%	
Educational Grants	\$4,953	\$7,087	\$7,500	\$15,000	\$7,500	100.0%	<i>Consolidate/COM</i>
COM: Continuing Education Grants	\$2,000	\$2,000	\$3,000	\$0	(\$3,000)	-100.0%	<i>Consolidate/COM</i>
COM: Operating expenses	\$3,789	\$1,432	\$3,500	\$2,000	(\$1,500)	-42.9%	<i>Adj. for recent spending</i>
Colgate Rochester Crozer Divinity School	\$7,500	\$10,000	\$10,000	\$10,000	\$0	0.0%	
Workshops, Programs & Events	\$14,856	\$4,236	\$10,000	\$7,000	(\$3,000)	-30.0%	<i>More online programs</i>
C.P.E. Program	\$3,000	\$3,000	\$6,000	\$6,000	\$0	0.0%	
Youth Programs & Events	\$2,441	\$1,000	\$5,000	\$5,000	\$0	0.0%	
Interfaith & Ecumenical Relations: Stipend	\$2,950	\$2,950	\$2,950	\$2,950	\$0	0.0%	
Stewardship Training/Programs	\$1,000	\$1,000	\$2,000	\$2,000	\$0	0.0%	
St. Paul's/Diocesan Education Series	\$2,500	\$1,500	\$1,500	\$1,500	\$0	0.0%	
Interfaith & Ecumenical Programs	\$1,112	\$500	\$1,000	\$1,000	\$0	0.0%	
Consulting - Cong. Health & Vitality	\$1,000	\$2,500	\$4,000	\$0	(\$4,000)	-100.0%	<i>Dio.Dean adjustments</i>
<b>Leadership Development</b>	<b>\$186,319</b>	<b>\$238,614</b>	<b>\$288,350</b>	<b>\$285,850</b>	<b>(\$2,500)</b>	<b>-0.9%</b>	



# 2022 Proposed Budget (Exhibit # 11)

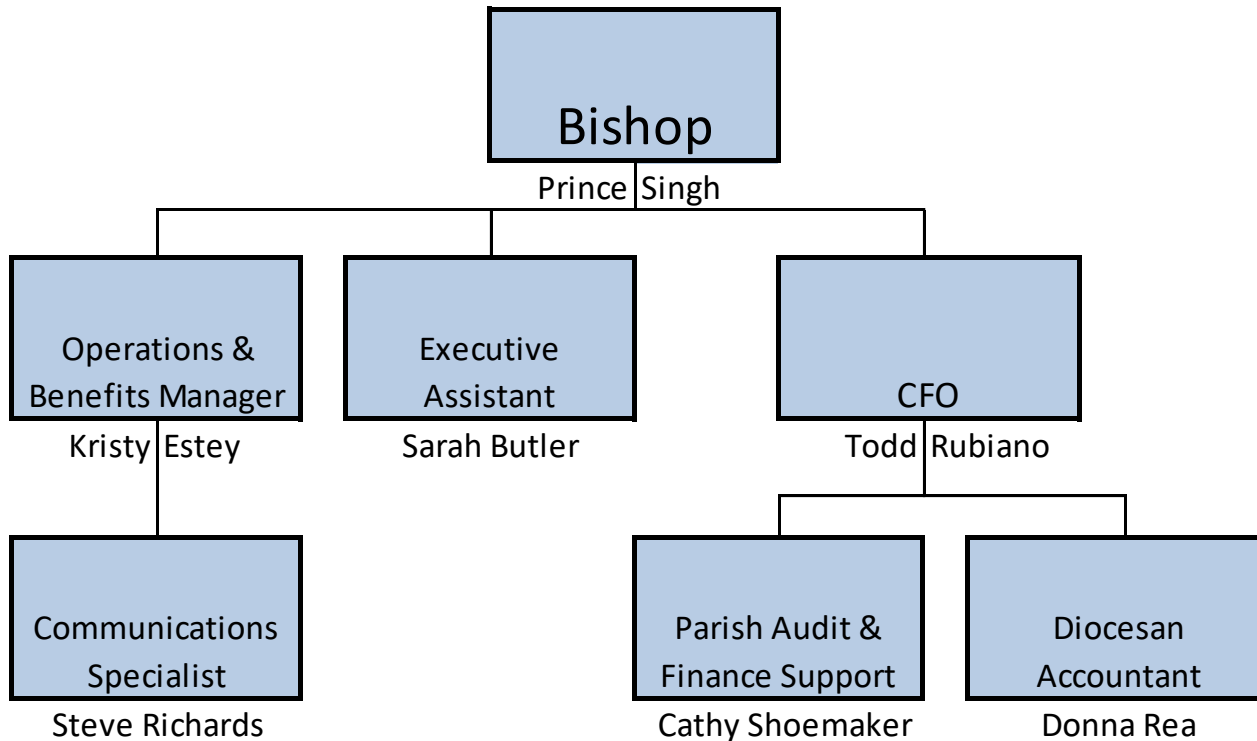
## Governance, Staff & Office Expense

	2019 Final	2020 Final	2021 Budget	2022 Budget	Change vs. Budget	(%)	Notes
Deputies to General Convention	\$0	\$0	\$1,000	\$35,000	\$34,000	3400.0%	Gen. Conv.
District Deans Stipends	\$23,397	\$29,575	\$29,500	\$29,500	\$0	0.0%	
Diocesan Audit and Fiscal Manual	\$13,400	\$18,550	\$14,000	\$16,500	\$2,500	17.9%	MMB + Actuarial
Legal & Professional Fees	\$11,439	\$5,820	\$12,000	\$10,000	(\$2,000)	-16.7%	Excludes Litigation
Diocesan Convention	\$11,922	\$2,969	\$2,000	\$3,000	\$1,000	50.0%	2020 Actual
Misc.: Memberships & Sponsorships	\$3,425	\$1,250	\$2,500	\$2,500	\$0	0.0%	
Province II Assessment/Synod	\$3,350	\$3,350	\$1,000	\$1,000	\$0	0.0%	
Prison Ministry Committee	\$1,053	\$665	\$1,500	\$500	(\$1,000)	-66.7%	All Comm. @ \$500
Committee on RRH&J	\$669	\$150	\$1,000	\$500	(\$500)	-50.0%	All Comm. @ \$500
Committee for Gay Ministry	\$951	\$0	\$500	\$500	\$0	0.0%	All Comm. @ \$500
Public Policy Committee	\$0	\$0	\$500	\$500	\$0	0.0%	All Comm. @ \$500
Diocesan Council	\$390	\$0	\$500	\$500	\$0	0.0%	All Comm. @ \$500
Standing Committee	\$154	\$0	\$500	\$500	\$0	0.0%	All Comm. @ \$500
Trustees & HR	\$464	\$119	\$500	\$500	\$0	0.0%	All Comm. @ \$500
Litigation Expense	\$0	\$27,205					Trustee Authorized
Legal Fees - Visa Related	\$13,153	\$0					
Legal Fees - Property Related	\$26,179	\$0					
<b>Governance</b>	<b>\$109,945</b>	<b>\$89,653</b>	<b>\$67,000</b>	<b>\$101,000</b>	<b>\$34,000</b>	<b>50.7%</b>	<b>General Convention</b>
<i>Diocesan Staff - Salaries</i>	\$615,408	\$555,188	\$564,159	\$579,105	\$14,946	2.6%	Est. 3% increase
<i>Diocesan Staff - Benefits</i>	\$238,273	\$211,579	\$224,200	\$229,700	\$5,500	2.5%	Est. 3% increase
<i>Diocesan Staff - Expense</i>	\$43,701	\$5,130	\$8,800	\$9,000	\$200	2.3%	
<b>Diocesan Staff</b>	<b>\$897,382</b>	<b>\$771,897</b>	<b>\$797,159</b>	<b>\$817,805</b>	<b>\$20,646</b>	<b>2.6%</b>	<b>Est. increases</b>
Communications /Public Relations	\$336	\$368	\$1,000	\$1,000	\$0	0.0%	
Telecommunications	\$4,449	\$3,197	\$3,000	\$3,000	\$0	0.0%	
Office Expense	\$44,187	\$41,601	\$42,000	\$43,000	\$1,000	2.4%	3-YR Avg.
Electronic Maintenance & Lease	\$30,049	\$28,149	\$28,000	\$30,000	\$2,000	7.1%	Current run-rate
Diocesan Insurance	\$13,337	\$13,096	\$15,000	\$15,000	\$0	0.0%	
<b>Office Expense</b>	<b>\$92,358</b>	<b>\$86,411</b>	<b>\$89,000</b>	<b>\$92,000</b>	<b>\$3,000</b>	<b>3.4%</b>	<b>Est. increases</b>

# 2022 Staffing

## Diocesan Staff Roles

(Exhibit S-1)



There are (6) full time, lay staff roles that support the Bishop, Clergy and Lay Leadership across the Diocese.

# 2022 Staffing

## Diocesan Salary Ranges (Exhibit S-2)

POSITION (* includes SECA)	HC	SALARY RANGE (FT)		
		Min.	Midpoint	Max.
<i>Rector/Priest in Charge (ASA &gt; 400) *</i>	0.0	108,382	<b>135,478</b>	162,573
<i>Rector/Priest in Charge (ASA 225-400) *</i>	1.0	94,546	<b>118,183</b>	141,819
<i>Rector/Priest in Charge (ASA 141-224) *</i>	5.0	80,710	<b>100,888</b>	121,065
<i>Rector/Priest in Charge (ASA 75-140) *</i>	6.0	66,874	<b>83,593</b>	100,311
<i>Rector/Priest in Charge (ASA &lt; 75) *</i>	19.0	53,038	<b>66,298</b>	79,557
<i>Other Priests (Asst./Chaplain)*</i>	3.0		<i>n/a</i>	
	<b>34.0</b>			
<i>Bishop *</i>	1.0	140,000	<b>160,000</b>	180,000
Chief Financial Officer, CFO	1.0	86,400	<b>108,000</b>	129,600
Operations & Benefits Manager	1.0	52,000	<b>65,000</b>	78,000
Parish Audit & Finance	1.0	48,000	<b>60,000</b>	72,000
Communications Director	1.0	48,000	<b>60,000</b>	72,000
Diocesan Accountant	1.0	48,000	<b>60,000</b>	72,000
Executive Assistant	1.0	37,500	<b>50,000</b>	62,500

Salary ranges are established for all Diocesan positions based on current market compensation data. \* *Clergy positions are based on Total Assessable Compensation (TAC) and include SECA allowance.*

# 2022 Staffing

## Diocesan Staff: Total Compensation (Exhibit S-3)

POSITION (* includes SECA)	HC	2022 TOTAL	Expense Reimbursement
<i>Bishop *</i>	1.0	\$208,880	\$3,000
Chief Financial Officer, CFO	1.0	\$149,520	\$1,000
Operations & Benefits Manager	1.0	\$91,620	\$1,000
Parish Audit & Finance	1.0	\$88,380	\$1,000
Communications Director	1.0	\$102,920	\$1,000
Diocesan Accountant	1.0	\$74,000	\$1,000
Executive Assistant	1.0	\$75,500	\$1,000
<b>TOTAL Compensation:</b>	<b>7.0</b>	<b>\$790,820</b>	<b>\$9,000</b>
<i>Pool for potential salary increases (eff. 01/01/22)</i>		\$16,985	
Expense Reimbursement		\$9,000	
NYS Payroll Insurance		\$1,000	
<b>TOTAL Diocesan Staff Budget</b>		<b>\$817,805</b>	

- **Total Compensation includes:** Salary, Housing, \*SECA, FICA, pension contributions, NYS-PFL, life, disability & health insurance.
- **Reimbursed expenses include:** Travel, continuing education, sabbatical, etc.
- Pool for salary increases: 3.0 % (effective 01/01/22)